

# **“ UNEMPLOYABILITY ”**

**A BIGGER PROBLEM THAN UNEMPLOYMENT**

## **My Standards?**

**Successful people are not the ones  
with the **HIGHEST GOALS** -  
they are the ones with the  
**HIGHEST STANDARDS.****

# **Classroom Standards**

**Students do not set class parameters**

**Class parameters are set by:**

**The College**

**The Department**

**The Instructor**

**How the class is run is defined by:**

**Pre-class eMails**

**The Lecture / Lab Syllabus**

**Lab / Lecture Procedures**

**Other Documents in Course Information Folders**

**First Day Slide Set**



**Standards are set to provide the best possible outcome for all students**

**Standards are based on the best, current data available**

**Remote class standards will differ from on-campus classes**

**Standards typically provide more than 80 % A+ B's (~90% on-campus)**

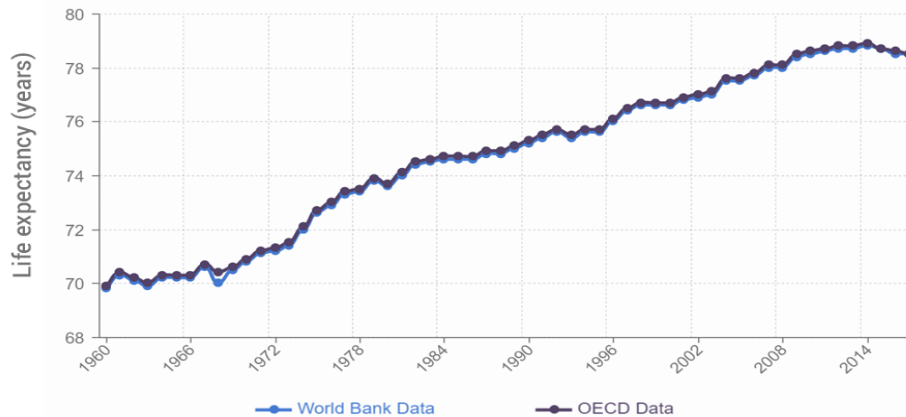


**Concerns expressed by the instructor  
are based on data ...**



# US Life Expectancy Started Declining in 2014

**United States life expectancy at birth**  
(1960-2017) Average age for male and female

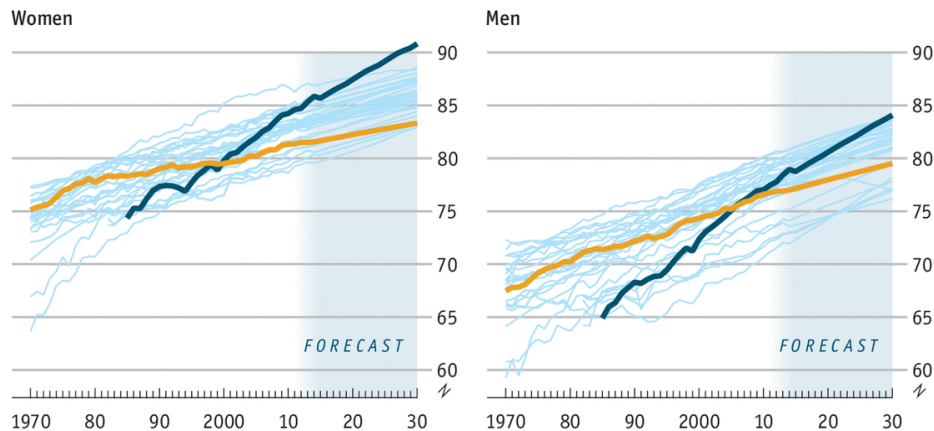


Source: OECD / World Bank Data

Simply Insurance

## Live long and prosper

Life expectancy at birth in selected rich countries, years



Source: "Future life expectancy in 35 industrialised countries", by M. Ezzati et al. The Lancet, February 2017

## Similar Countries Ranked by Life Expectancy

Country Name	2021 Life Expectancy
<a href="#">Hong Kong</a>	85.03
<a href="#">Japan</a>	84.79
<a href="#">Macao</a>	84.42
<a href="#">Switzerland</a>	83.97
<a href="#">Singapore</a>	83.80
<a href="#">Spain</a>	83.74
<a href="#">Italy</a>	83.71
<a href="#">Australia</a>	83.64
<a href="#">Channel Islands</a>	83.30
<a href="#">Iceland</a>	83.22
<a href="#">South Korea</a>	83.21
<a href="#">Israel</a>	83.19
<a href="#">Sweden</a>	83.03
<a href="#">France</a>	82.86
<a href="#">Malta</a>	82.75
<a href="#">Canada</a>	82.66
<a href="#">Norway</a>	82.64
<a href="#">Ireland</a>	82.51
<a href="#">New Zealand</a>	82.50
<a href="#">Netherlands</a>	82.49
<a href="#">Greece</a>	82.47
<a href="#">Luxembourg</a>	82.47
<a href="#">Portugal</a>	82.29
<a href="#">Finland</a>	82.14
<a href="#">Belgium</a>	81.86
<a href="#">Austria</a>	81.77
<a href="#">Germany</a>	81.57
<a href="#">Slovenia</a>	81.54
<a href="#">United Kingdom</a>	81.52
<a href="#">Cyprus</a>	81.21
<a href="#">Denmark</a>	81.11
<a href="#">Taiwan</a>	80.70
<a href="#">Qatar</a>	80.45
<a href="#">Chile</a>	80.43
<a href="#">Puerto Rico</a>	80.35
<a href="#">Guam</a>	80.35
<a href="#">Barbados</a>	79.39
<a href="#">Curacao</a>	79.10
<a href="#">United States</a>	78.99
<a href="#">Poland</a>	78.95
<a href="#">Estonia</a>	78.89
<a href="#">Panama</a>	78.76



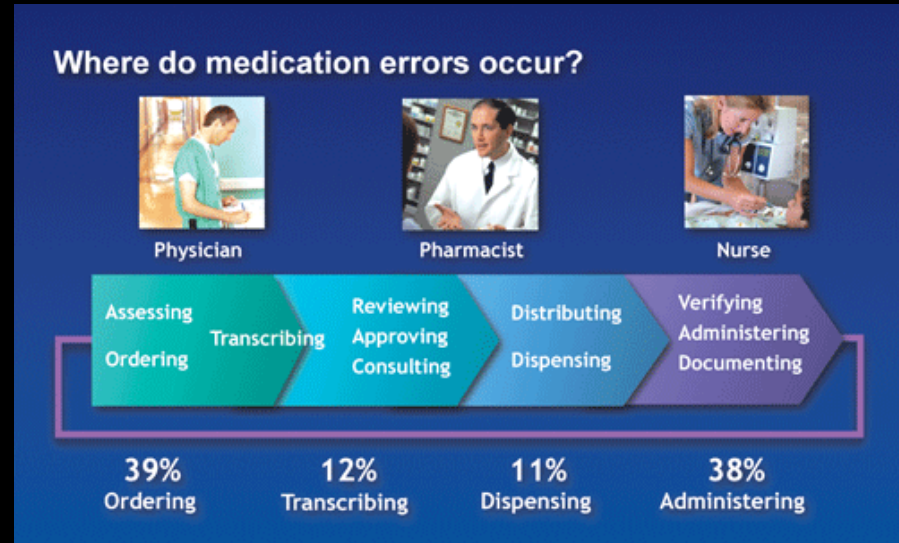


# Gallop World Poll 2020 – Happiest Nations

1. Finland
2. Iceland
3. Denmark
4. Switzerland
5. Netherlands
6. Sweden
7. Germany
8. Norway
9. New Zealand
10. Austria
11. Israel
12. Australia
13. Ireland
14. **United States**
15. Canada
16. Czech Republic
17. Belgium
18. United Kingdom
19. China
20. France



# Correct Measurements Are Not Trivial



## Improper Measurements / Calculations Can Cost Lives

1990: ~ 98,000 deaths from hospital errors

2016: > 440,000 deaths from hospital errors

Third Leading Cause of deaths in the US

~ 1.7 million non-fatal injuries

Not reading / following procedures can be lethal

# Polo Vaccine Disaster

Polio (infantile paralysis) was once a major crippling disease  
The success of the vaccine was a major US triumph  
Superb example of a cooperative nation ending a major illness



40,000 children severely ill  
51 children paralyzed  
5 children killed

The vaccine was supposed to be prepared using killed virus  
One batch (120,000 doses) mistakenly used live virus  
Preparation skipped the virus killing step



# Correct Measurements Are Not Trivial



**15 million doses lost:**  
**Employees mixed wrong ingredients**  
**\$ 150 million loss**



**Hubble Space Telescope:**  
**Mirror surface shape**  
**Curve Off by 1.3 mm**  
**(Billions \$ to repair)**



**Mars Orbiter:**  
**One group in km/sec**  
**Another group in mi/hr**  
**Orbiter Crashed:**  
**\$125 million for the orbiter**

# Correct Measurements Are Not Trivial



**French Rail System**  
**2000 trains too wide for**  
**1300 Stations**



**Warship VASA**  
**Builders used different length measures**  
**Sank 20 minutes into maiden voyage**



**Laufenberg Bridge across Rhine**  
**Swiss-German**  
**Measured sea level from different point**  
**54 cm height difference when they met**



# Correct Measurements Are Not Trivial



## Spain's S-80 Sub (2003)

**Misplaced decimal in specifications**

**770 tons too heavy**

**Added length to compensate for too heavy**

**Result: too long to fit naval base**

**1 billion Euro total cost / per sub**

**More than twice original cost**



## Disney Japan Space Mountain

**Error in length conversion**

**Wrong axle size**

**Cars derailed**

**1 dead, 10 injured**

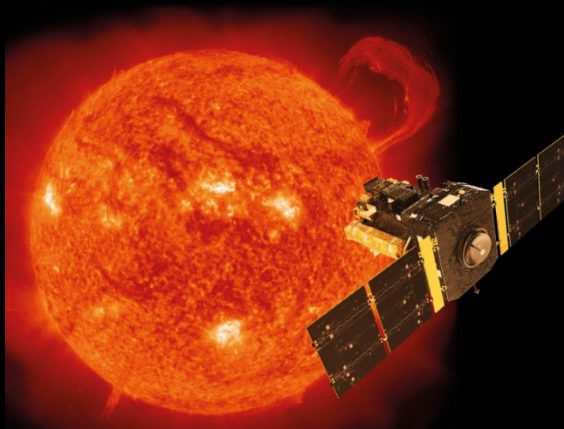
# Correct Measurements Are Not Trivial



**Sochi Biathlon Track**  
**40 m too short**



**Amsterdam Subsidies to the poor**  
**Sent out € 188 million instead of 18.8**



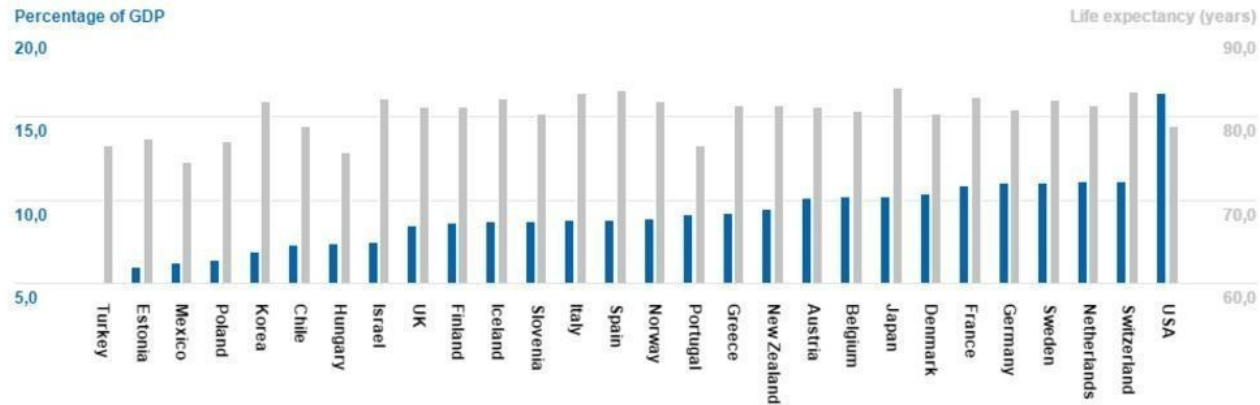
**SOHO satellite lost communications**  
**Improper Metric to English conversions**



**Gimli Glider**  
**Ran out of fuel @ 40,000 feet**  
**Wrong units for fuel calculation**

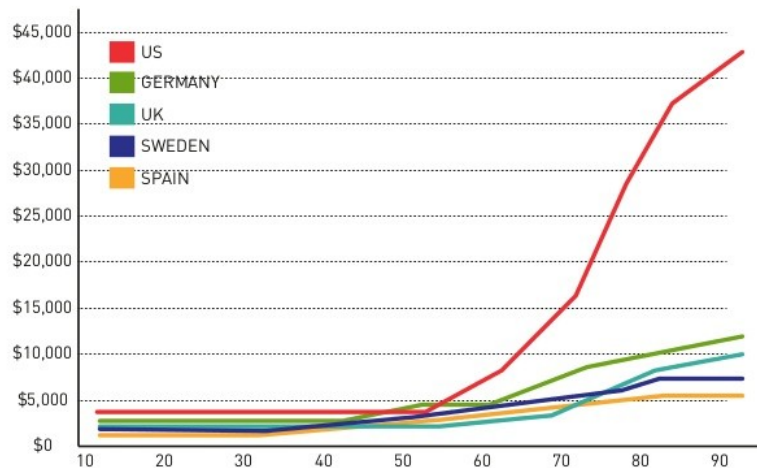
## Cost of healthcare

Percentage of GDP (2013) compared with life expectancy (2013)



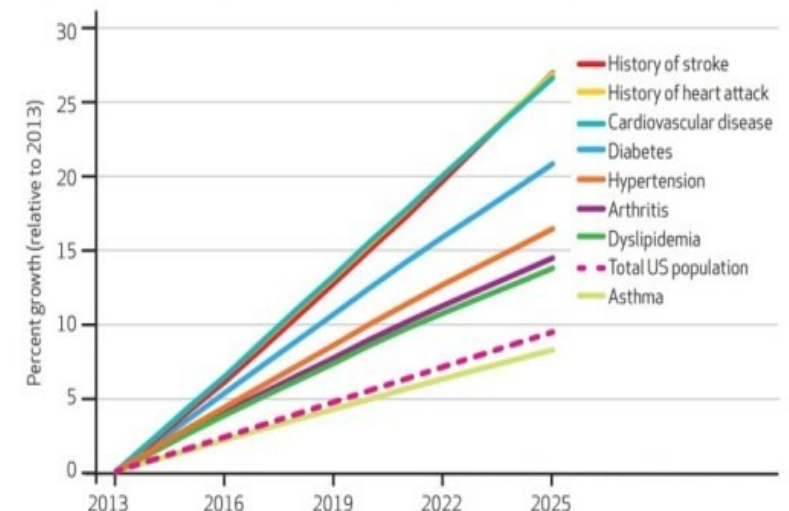
Source: OECD

## ANNUAL PER CAPITA HEALTHCARE COSTS BY AGE



Source: Paul Fischbeck, Carnegie Mellon University, James Histon/ Post Gazette, 2009

## Projected Growth In Population With Chronic Conditions, 2013-25



Source: Timothy M. Dall, Paul D. Gallo, Ritasree Chakrabarti, Terry West, April P. Semilla and Michael V. Storman. Aging Population And Growing Disease Burden Will Require A Large And Specialized Health Care Workforce. By 2025 Health Affairs, 32, no.11 (2013):2013-2020



# America's Infrastructure Report Card

## 2017 Infrastructure Grades

 AVIATION	D	 PARKS AND RECREATION	↓ D+
 BRIDGES	C+	 PORTS	↑ C+
 DAMS	D	 RAIL	↑ B
 DRINKING WATER	D	 ROADS	D
 ENERGY	D+	 SCHOOLS	↑ D+
 HAZARDOUS WASTE	↑ D+	 SOLID WASTE	↓ C+
 INLAND WATERWAYS	↑ D	 TRANSIT	↓ D-
 LEVEES	↑ D	 WASTEWATER	↑ D+

America's  
Cumulative  
Infrastructure  
Grade



A EXCEPTIONAL

B GOOD

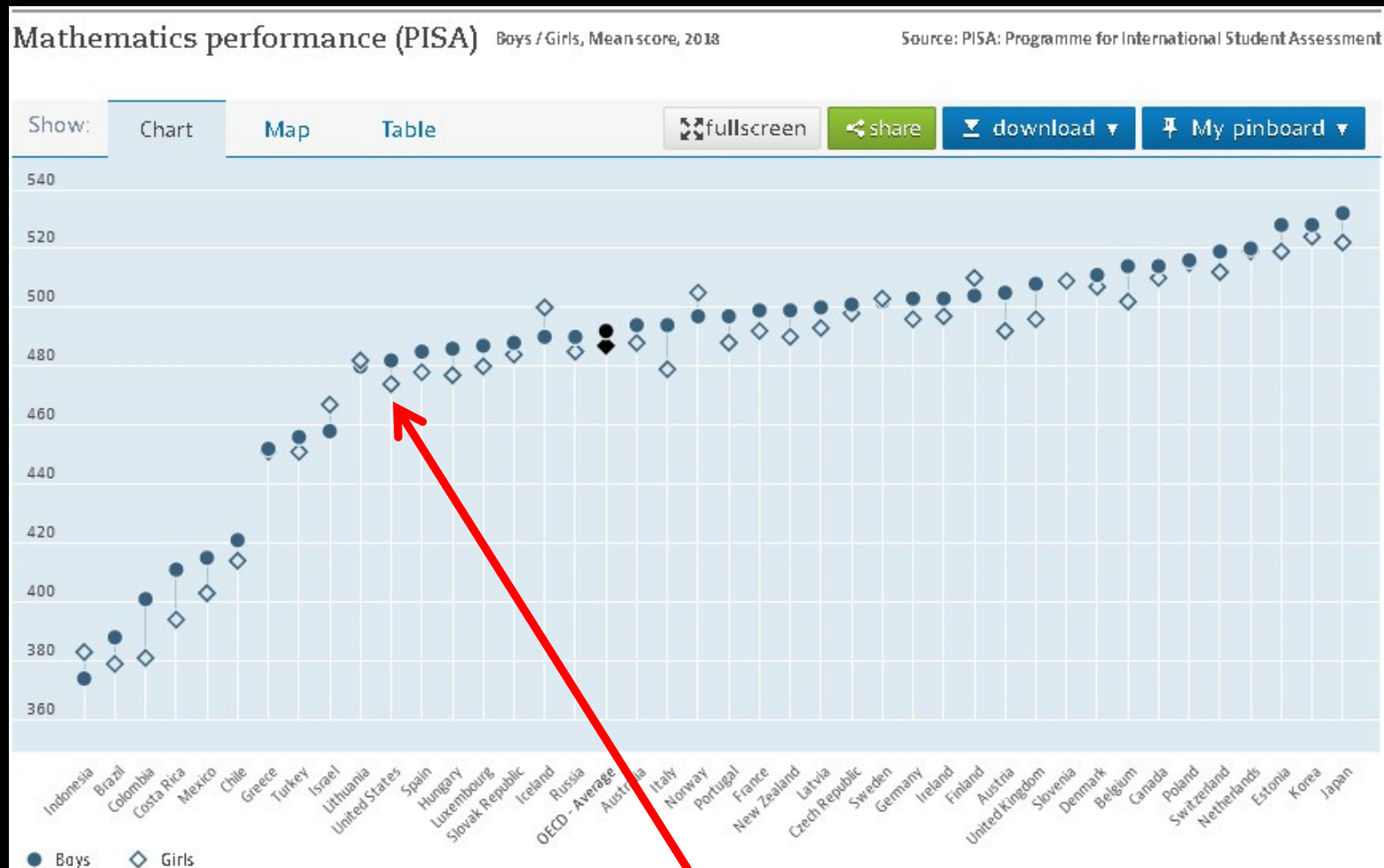
C MEDIOCRE

D POOR

F FAILING

<https://infrastructurereportcard.org/>

# International Math Performance 2018

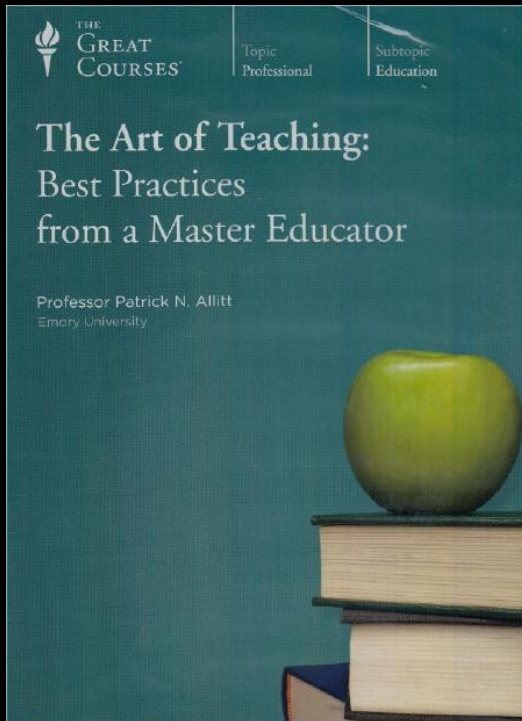


United States = 31<sup>st</sup> place

<https://data.oecd.org/pisa/mathematics-performance-pisa.htm>



# Comments From A Master Educator



2010

**American education is dysfunctional and it won't be fixed until we face the facts**

**No correlation between money spent and the quality of education ... it depends primarily on student motivation**

**Information / facts change rapidly, so students need to be able to find information, process it and then examine it critically.**



# From Pew Research: 2017

FEBRUARY 15, 2017

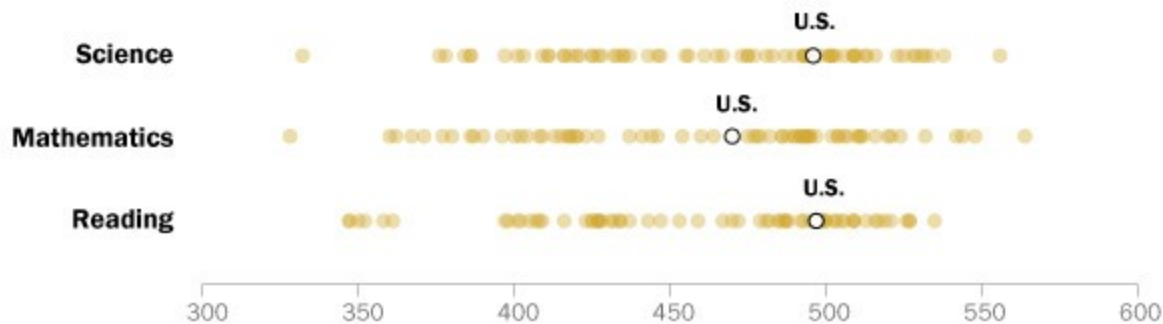


## U.S. students' academic achievement still lags that of their peers in many other countries

BY DREW DESILVER

### Internationally, U.S. stands in middle of pack on science, math, reading scores

*Average scores of 15-year-olds taking the 2015 Program for International Student Assessment*



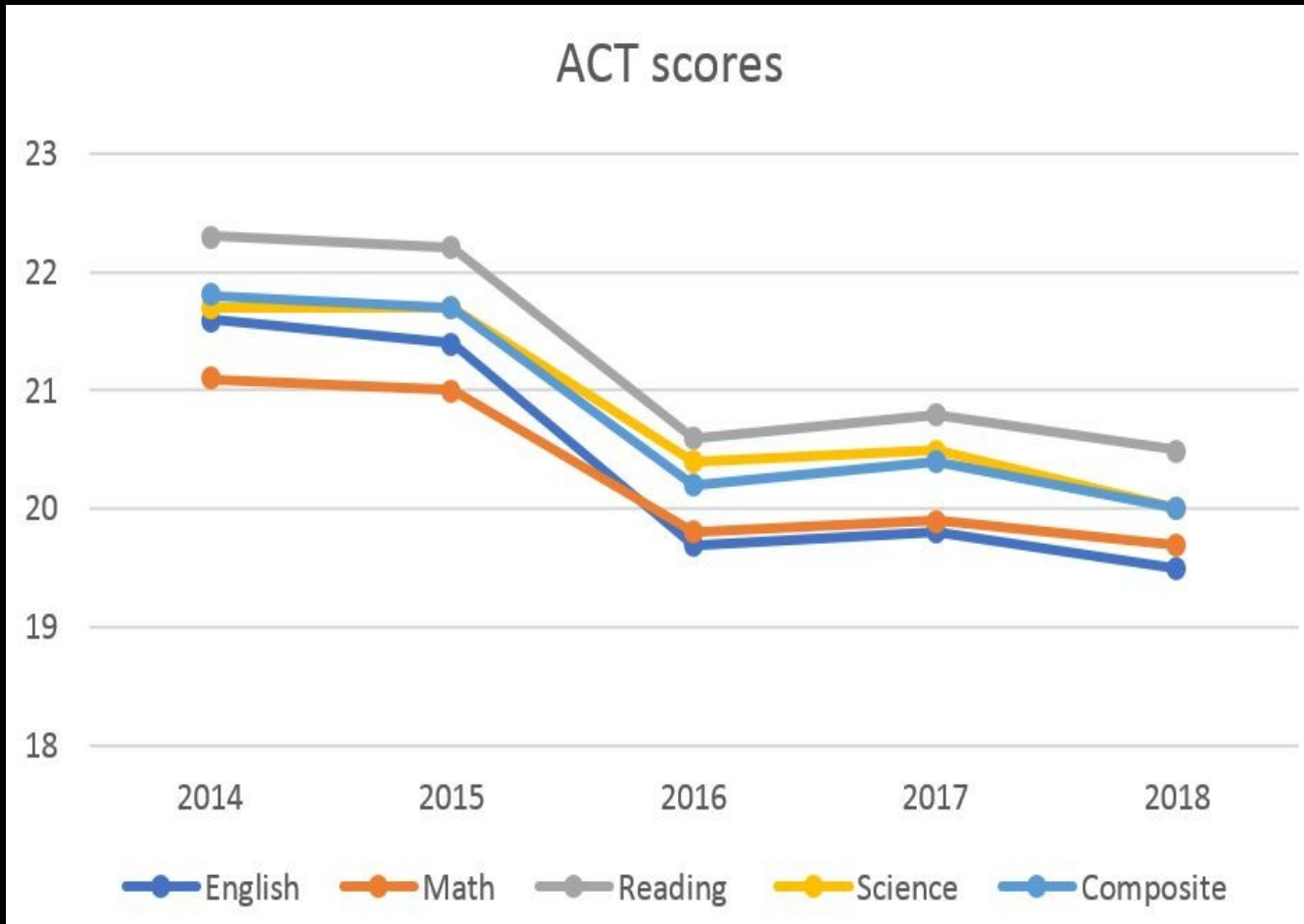
Note: Scale ranges from 0-1,000. Results from China not included because only four provinces participated in PISA 2015.

Source: OECD, PISA 2015

PEW RESEARCH CENTER

<https://www.pewresearch.org/fact-tank/2017/02/15/u-s-students-internationally-math-science/>

# Michigan ACT Scores



**80% MI High School Students  
Can't pass college entrance exams**

# MICHIGAN RANKS

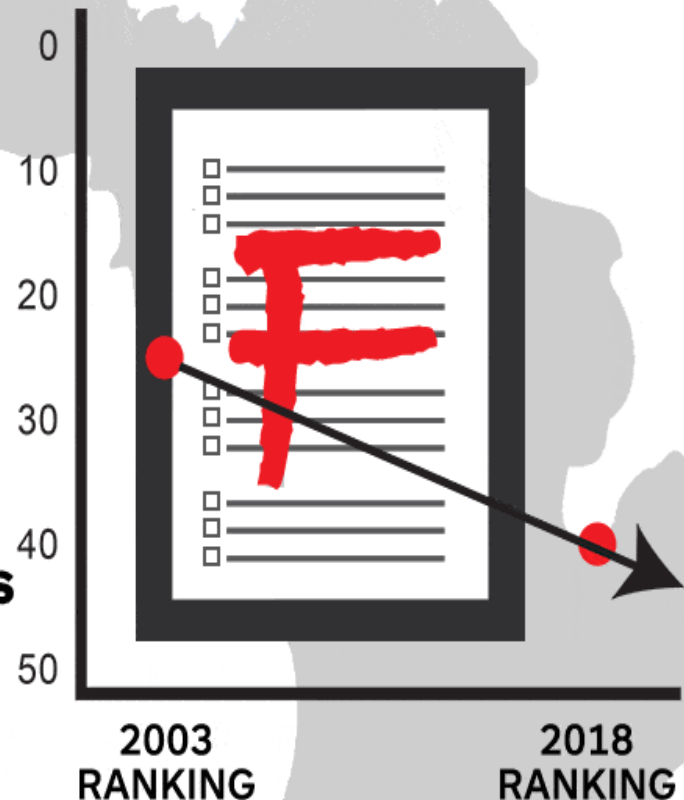
**24<sup>TH</sup>**  
IN PER PUPIL  
K-12 FUNDING

AND **42<sup>ND</sup>**  
**IN EDUCATION**

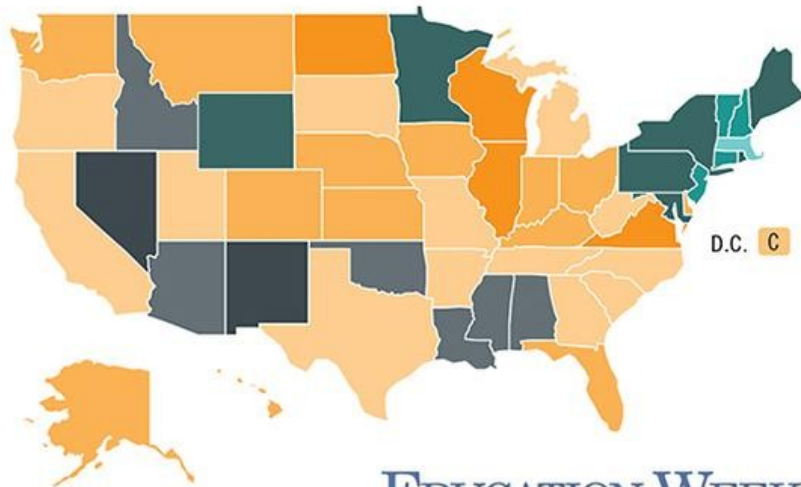
Investing in our public schools  
now will lead to increased  
prosperity in the future.



[garnetlewisforstatesenate.com](http://garnetlewisforstatesenate.com)



B+ B B- C+ C C- D+ D



EDUCATION WEEK

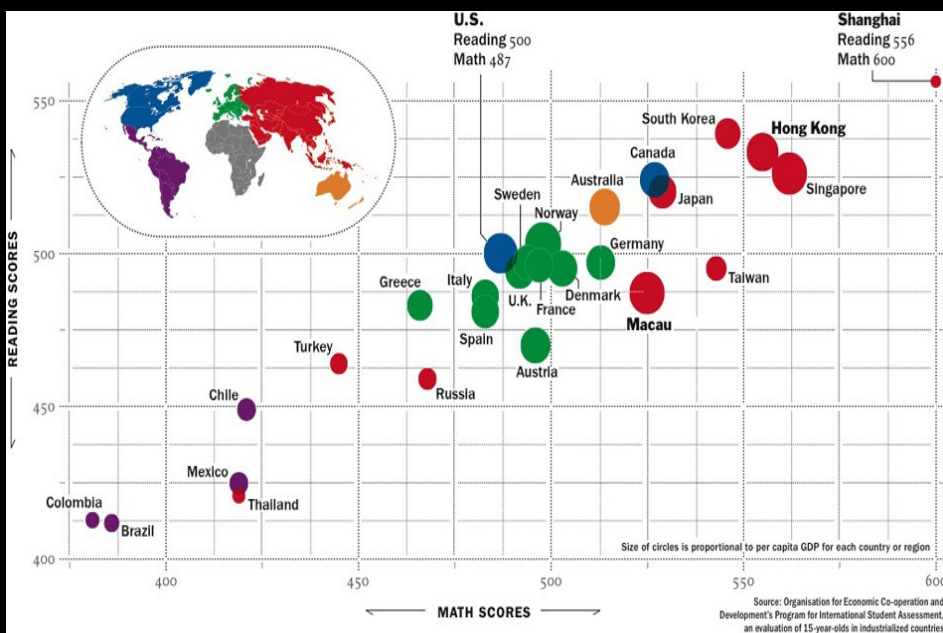
## PISA 2018: The Top Rated Countries

Sum of mean science, reading and mathematics scores from the OECD PISA Results 2018\*



\* PISA = Programme for International Student Assessment  
 \*\* Beijing, Shanghai, Jiangsu and Zhejiang  
 Source: OECD

statista





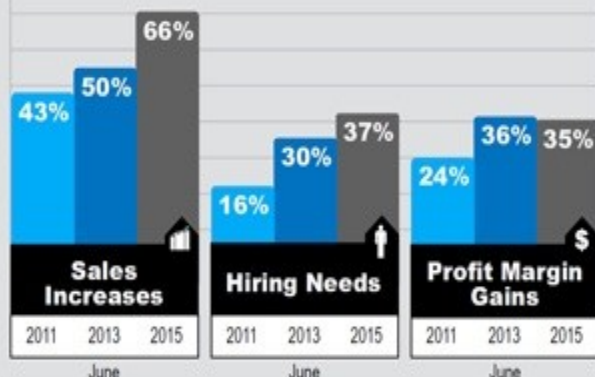


# MICHIGAN

MFBI June 2015  
Small Business Survey

## ANTICIPATED PERFORMANCE TRENDS

Respondents Projecting...



Source: Michigan Future Business Index

Brought to you by: Michigan Business Network, Accident Fund Insurance Company of America and Phoenix Innovate

## HIRING CHALLENGES

### #1 Business Challenge Keeping and Attracting Qualified Employees

Finding Qualified Candidates  
For Open Jobs



Rank	State	Balance (\$ in billions)	Borrowers (millions)
1	California	\$120.0	3.7
2	Texas	\$92.5	3.1
3	Florida	\$78.9	2.3
4	New York	\$78.4	2.3
5	Georgia	\$54.0	1.5
6	Pennsylvania	\$53.7	1.7
7	Ohio	\$53.5	1.7
8	Illinois	\$52.4	1.6
9	Michigan	\$44.1	1.4
10	North Carolina	\$38.2	1.1

656,100

Michiganders owe  
more than \$20,000  
in student loans

47%

of borrowers  
in Michigan owe  
more than \$20,000

44%

of borrowers  
in Michigan are  
over the age of 35

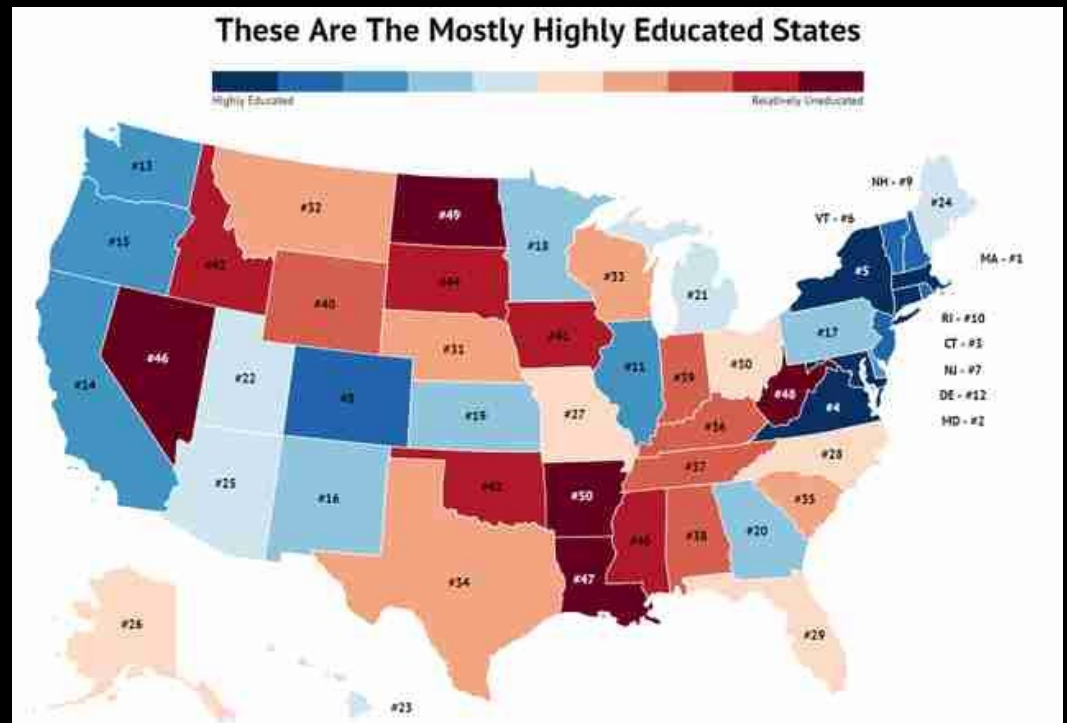
# Amazon Requested Proposals for its second world HQ

## Anticipated ~50,000 new jobs; \$ Billions in investment



Concept: New HQ2 in Arlington, VA

**Detroit's proposal (2017) was not in the top 20**  
**Amazon's rejection of Detroit based on:**  
**Lack of mass transit system**  
**Lack of an educated work force**



**From Carl Sagan, The Demon-Haunted World (1996):**

**Electronics industry: 80% of applicants can't do 5<sup>th</sup> grade arithmetic**

**US losing \$ 40 billion / year 'cause workers can't read, write, count or think**

**US Adults:**

**63 % unaware that dinosaurs died before first humans**

**75 % unaware that antibiotics do not kill viruses**

**57 % unaware that electrons smaller than atoms**

**50% unaware that earth goes around the sun**

**Asian students ahead of US students in every subject tested**

**GLOBAL EDUCATION LEAGUE TABLE**

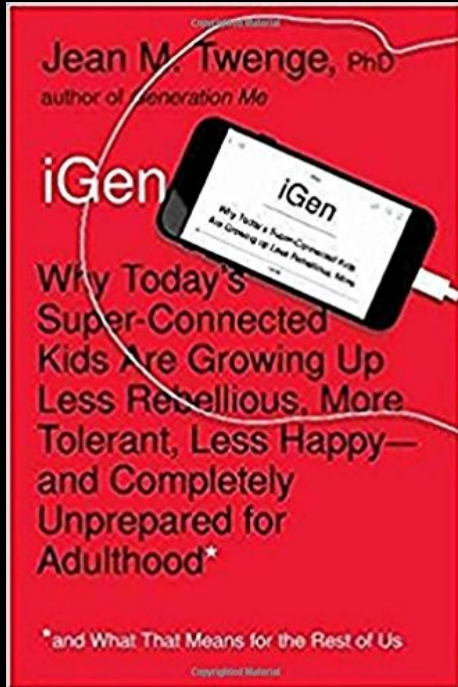
Overall Rank*	Country/Economy	Mathematics Score	Reading Score	Science Score
1st	Shanghai (China)	613	570	580
2nd	Singapore	573	542	551
3rd	Hong Kong	561	545	555
4th	Taiwan	560	523	523
5th	South Korea	554	536	538
12th	Finland	519	524	545
26th	United Kingdom	494	499	514
36th	United States	481	498	497
61st	Jordan	386	399	409
62nd	Colombia	376	403	399
63rd	Qatar	376	388	384
64th	Indonesia	375	396	382
65th	Peru	368	384	373

*\*Based on 2012 PISA math score*

*Source: 2012 Program for International Student Assessment, OECD*



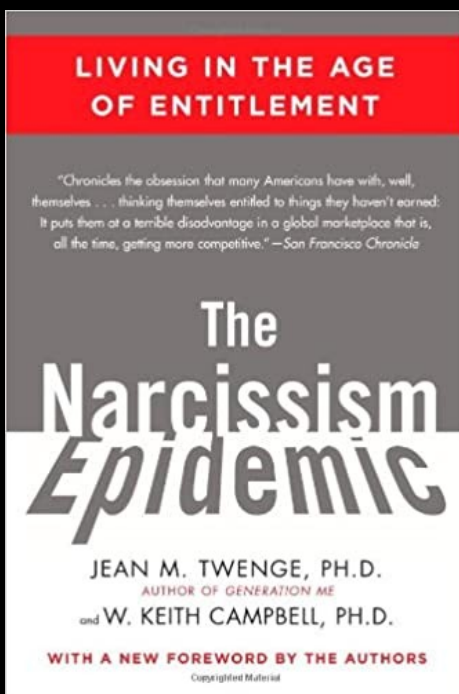




# Cell Phones and Behavior

Summary of behavioral changes in the iGen generation from an investigator that has studied teen behavior for more than 3 decades

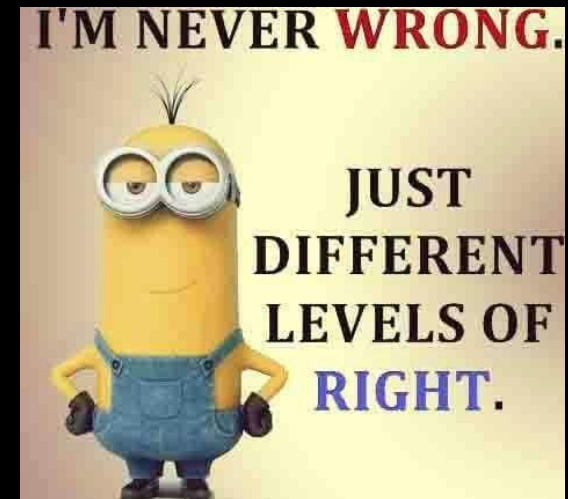
Strong correlation between negative behaviors / affects and cell phone / social media use.



## Rise of Narcissism

### It's all about ME

The United States is currently suffering from an epidemic of narcissism. Merriam-Webster's dictionary defines an epidemic as an affliction "affecting ... a disproportionately large number of individuals within a population," and narcissism more than fits the bill. In data from 37,000 college students, narcissistic personality traits rose just as fast as obesity from the 1980s to the present, with the shift especially pronounced for women.



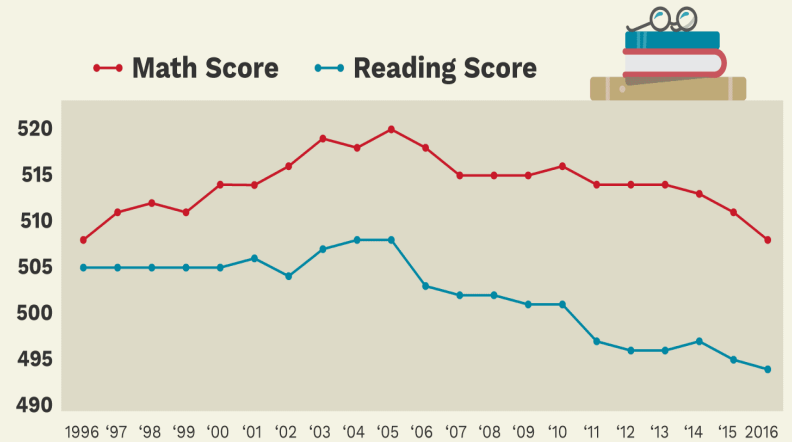
“

One of the major problems facing the fresh graduates is their insufficient understanding of basic concepts. The lack of in-depth understanding of technical information, lack of client-handling skills and insufficient knowledge across domains are the major skill gaps in the area.

- Siddarth Bharwani, Vice President,  
Jetking Infotrain Limited

”

## Average U.S. SAT Scores by Year



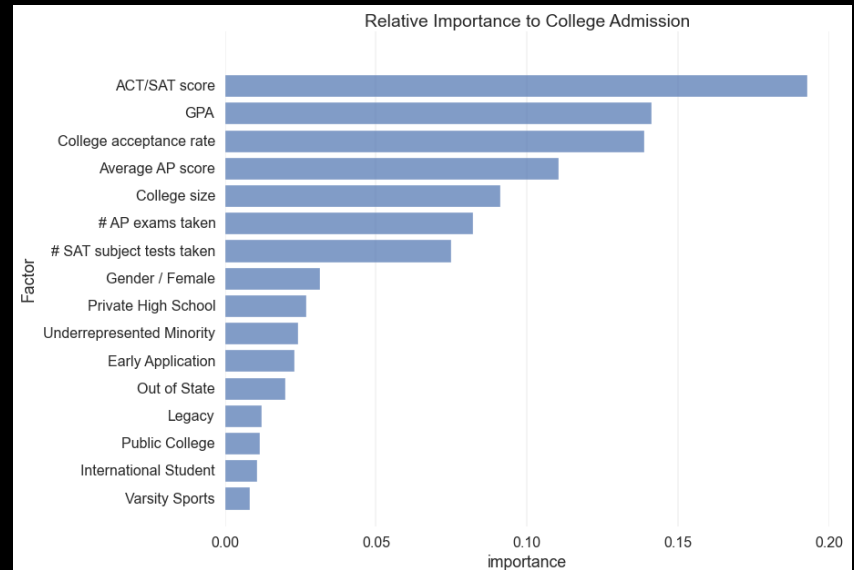
ThoughtCo.

Source: research.collegeboard.org/programs/sat/data

There are five issues that make a fist of a hand that can knock America out cold. They're lack of jobs, obesity, diabetes, homelessness, and lack of good education.

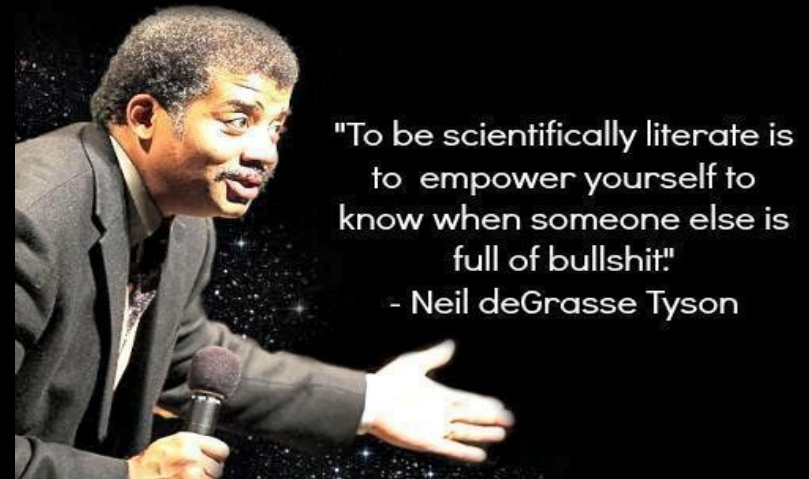
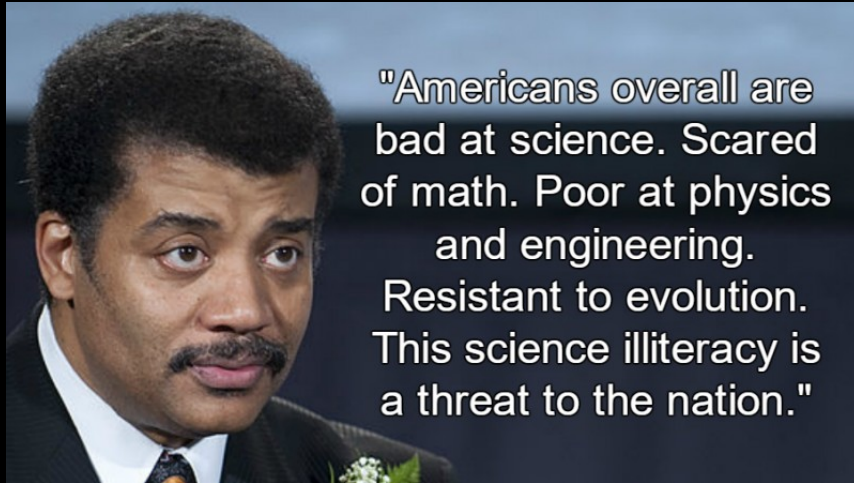
- will.i.am -

www.PureHappyLife.com





# Neil deGrasse Tyson (Science educator extraordinaire):

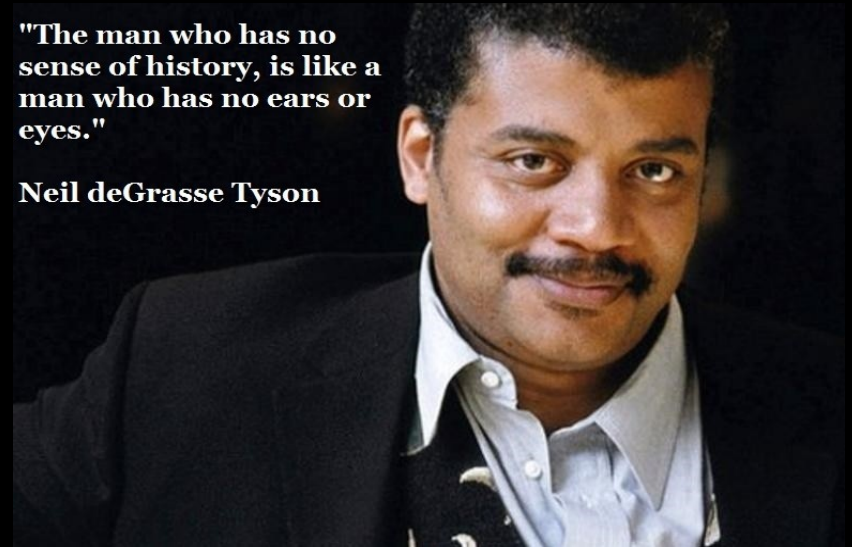


"The good thing about science is that it's true whether or not you believe in it"



"The man who has no sense of history, is like a man who has no ears or eyes."

Neil deGrasse Tyson





The lack of education and lack of skills don't hurt the unemployed, they hurt America and American business, making us less competitive in the global market.

— Robert Stempel —

AZ QUOTES

MILLIONS of high school students lack access to the basic, fundamental courses in math and science necessary for success in college and career.



1 in 5 high schools do NOT offer ALGEBRA I or higher.



25% of all high school students do not have access to Calculus.

1,370,825 students without access to Algebra I, Geometry, Algebra II, Advanced Math or Calculus.

1,549,273 students without access to Biology, Chemistry or Physics.

Nearly half of high schools do not offer Physics.

1 in 4 high schools do NOT offer BIOLOGY or higher.



ExcelinEd

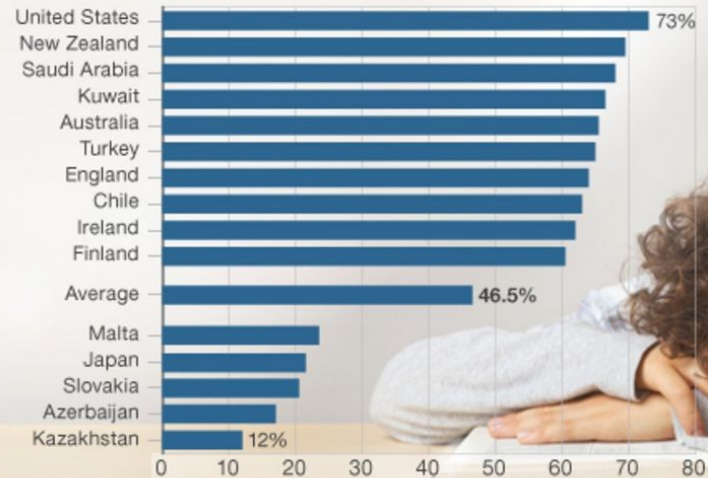
www.ExcelinEd.org | @ExcelinEd

Source: ExcelinEd analysis of US Department of Education 2015-16 Civil Rights Data Collection (CRDC) representing self-reported data from 99.8% of all US schools.

## 10 CEOs Answer The Question, "What Is The Most Underrated Skill Most Employees Lack?"

1. The ability to write well. I am horrified, and have been for years, at the extent to which college graduates are apparently unable to write a clear, grammatically correct sentence. - David S. Rose

## Sleep deprivation in pupils taking maths and science tests, aged 9-10



Percentage of pupils in class where learning suffers from lack of sleep, according to teachers, out of 50 countries

Source: Boston College

Thinkstock



## A Significant Number of U.S. Adults Lack Basic Math Skills

Results from an international assessment of basic skills found that 58 million American adults have low skills in working with and using mathematical information (numeracy).

1 in 4

Working adults



30%  
Of the adult population

LACK BASIC MATH SKILLS



1 in 3

High School graduates

288 Mean score, numeracy skills by country



Among the 23 countries included in the assessment, 20 ranked above the U.S.

\*Although Ireland and France have higher average scores than the U.S., their scores are not significantly different from the U.S. Average.

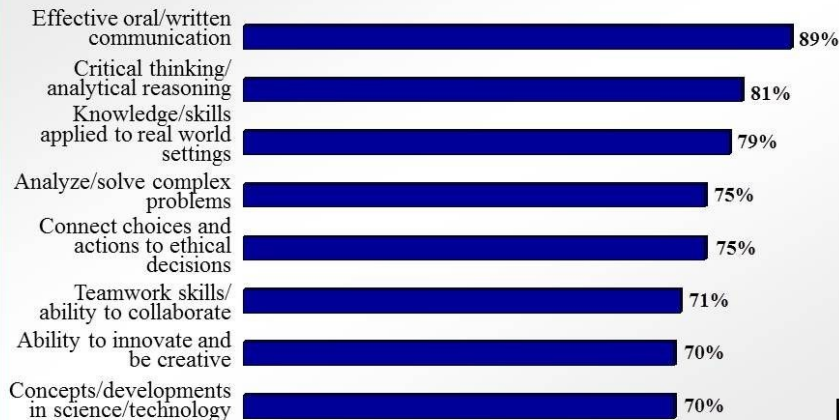
Source: The Programme for the International Assessment of Adult Competencies (PIAAC) assessment, 2012

American Institutes for Research | www.air.org



# Employers' Top Priorities For Student Learning Outcomes In College

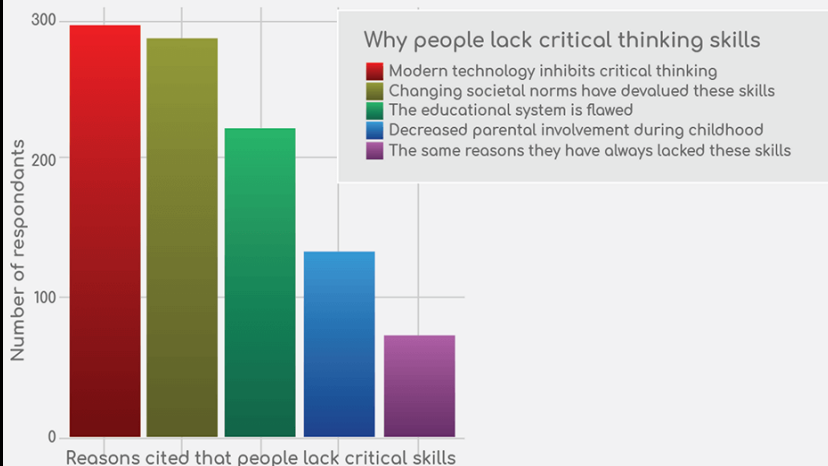
% saying two- and four-year colleges should place MORE emphasis on helping students develop these skills, qualities, capabilities, knowledge



Raising The Bar – October/November 2009 – Hart Research for

11

Popular reasons cited that people lack critical thinking skills (U.S.)



## Employers rate candidate soft skills/qualities in order of importance

- 1 Ability to verbally communicate with persons inside and outside the organization
- 2 Ability to work in a team structure
- 3 Ability to make decisions and solve problems
- 4 Ability to plan, organize and prioritize work
- 5 Ability to obtain and process information
- 6 Ability to analyze quantitative data
- 7 Technical knowledge related to the job
- 8 Proficiency with computer software programs
- 9 Ability to create and/or edit written reports
- 10 Ability to sell or influence others

Source: Job Outlook 2013

Courtesy of the National Association of Colleges and Employers



# The Impact of AI and Automation on Job Displacement

**47** percent  
of the U.S. labor  
force has the potential  
to be automated

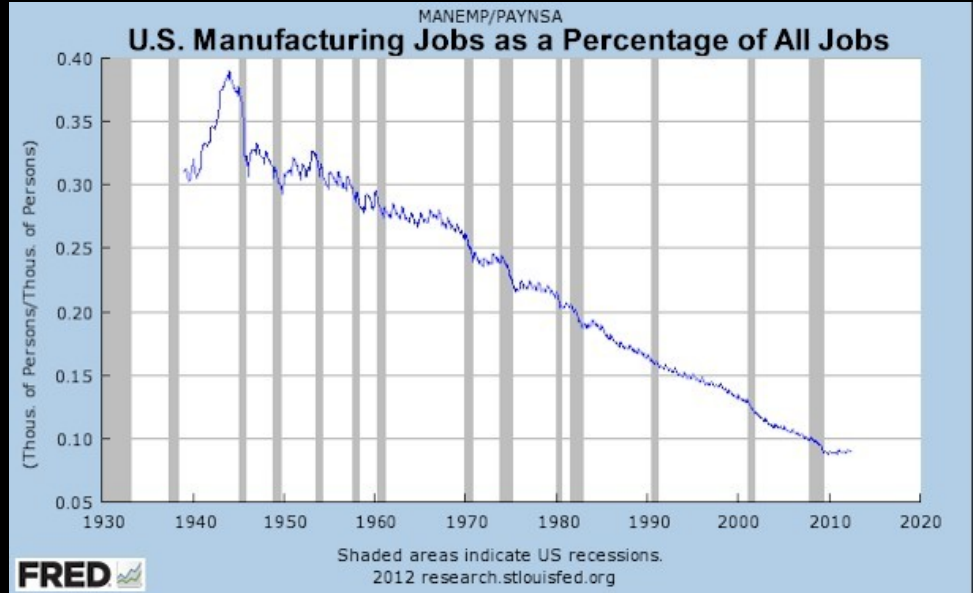
according to a study done by Oxford University  
researchers



which is about 73,302,140 out  
of 155,962,000 U.S. jobs.



each person represents 10 million workers



## Automation Could Eliminate 73 Million U.S. Jobs By 2030

Potential number of displaced jobs due to automation by 2030\*



cc  
@StatistaCharts

\* Rapid automation scenario.  
Source: McKinsey

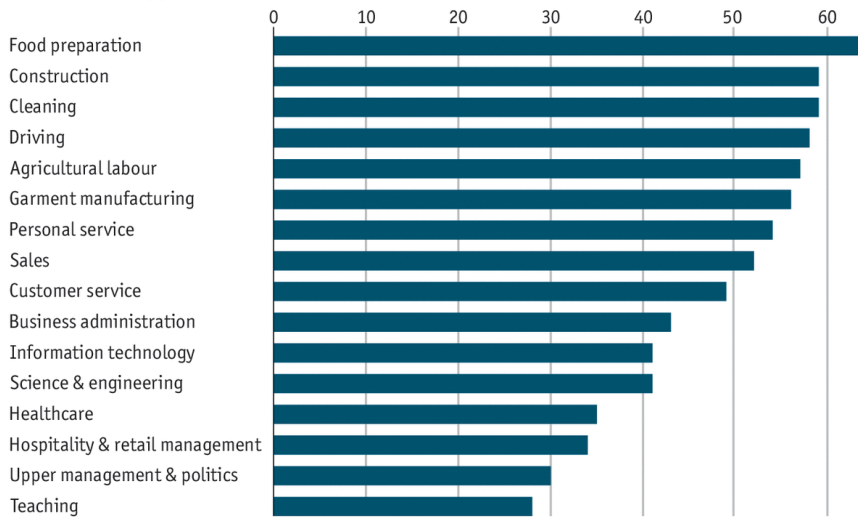
Forbes statista



# AI will change human employment opportunities

## Automated for the people

Automation risk by job type, %

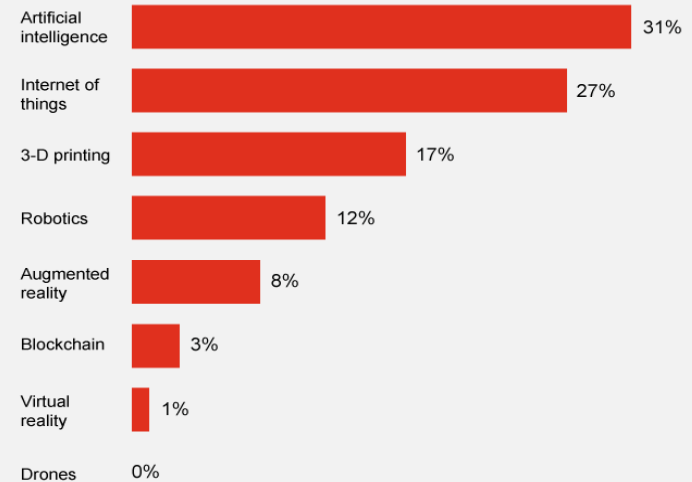


Source: OECD

Economist.com



## Healthcare execs rate AI as most disruptive tech in industry



Source: PwC, 2017 Global Digital IQ® Survey

PwC | [pwc.com/nexintech](http://pwc.com/nexintech)



Clerks replaced by self-serve kiosks

## AI is changing human food employment opportunities

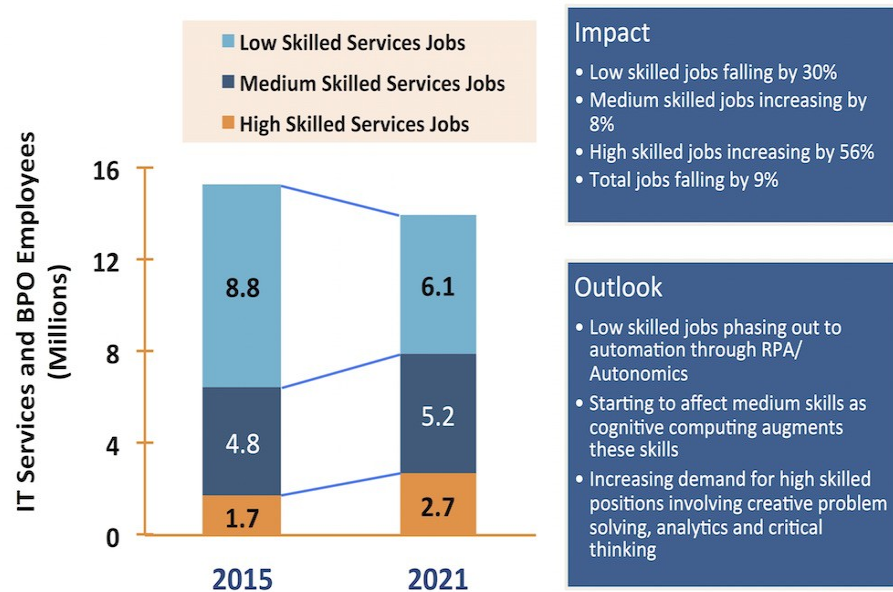




# AI Robot Cars replacing Human Drivers



## Impact of Automation on Services Jobs – Likely Scenario

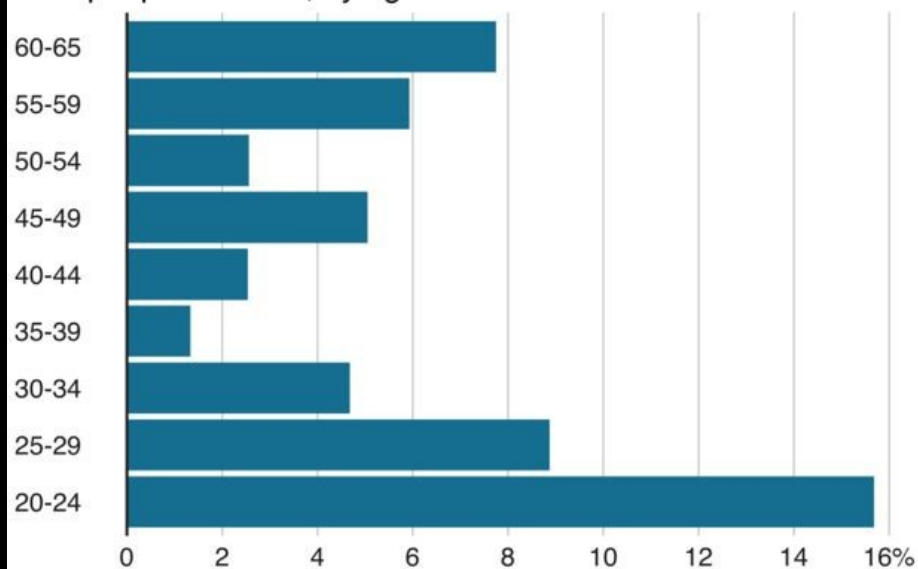


© 2016 HfS Research



## Young people are more at risk of job automation

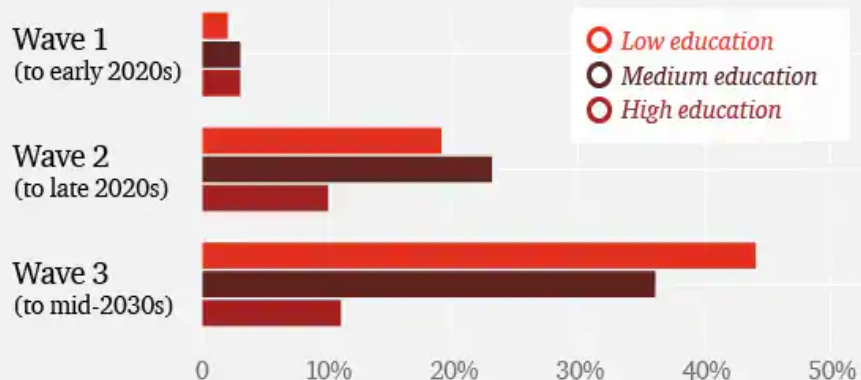
% of people affected, by age



Source: Office for National Statistics. Data for England in 2017

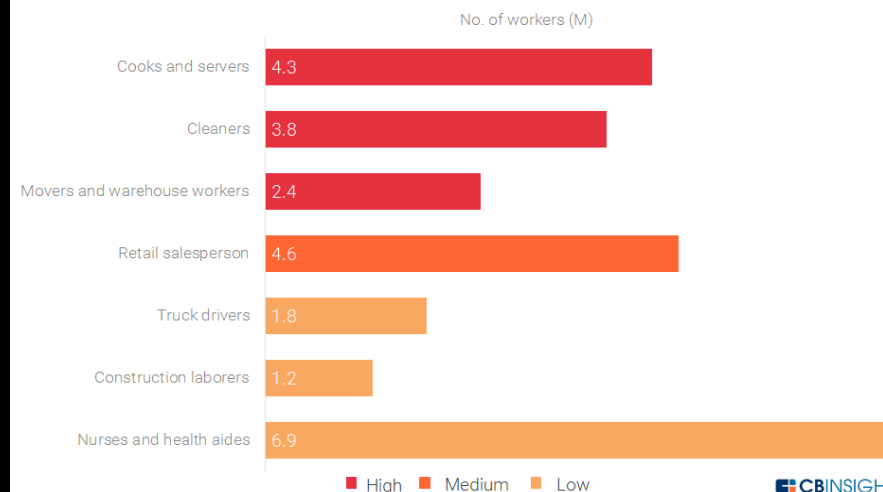


% of existing jobs at potential risk of automation



Source: PwC estimates based on OECD PIAAC data (median values for 29 countries)

## IMMEDIATE RISK FROM AUTOMATION



CBINSIGHTS



# Covid-19 Testing – Egypt-2021



From CNN – April 27, 2021

# Grace – First Android Nurse



From CNN – August 19, 2021

## Artificial Intelligence Job Analysis

2.535.009

AI, automation and robotics jobs  
will be created by early 2030's

13.375.363

jobs are at risk from automation  
replacement by early 2030's

newly created positions can only fill  
**19%**  
of the jobs lost to robotics

## Top 10 skills

### in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

### in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

## AUTOMATION IN THE NEWS

MORE THAN 100,000 LEGAL ROLES TO  
BECOME AUTOMATED

March 15, 2016



THE ASSOCIATED PRESS WILL USE  
AUTOMATED WRITING TO COVER THE  
MINOR LEAGUES

June 30, 2016

Poynter.

THE FUTURE OF FINANCE: MORE  
DATA, FEWER PEOPLE

May 2, 2017

Institutional  
Investor

YOUR NEXT JOB INTERVIEW COULD BE  
WITH A RECRUITER BOT

May 16, 2017

ON tech

AUTOMATION, AI, AND THE FUTURE OF  
AUDIT AND COMPLIANCE

COMPLIANCE WEEK  
THE LEADING INFORMATION SOURCE ON CORPORATE GOVERNANCE, RISK, AND COMPLIANCE



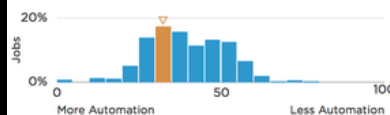
Bookkeepers have a

**97.6%**

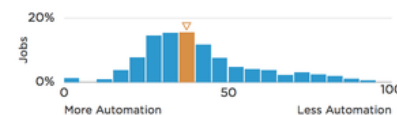
chance of being automated.

How do we know this? Some aspects of a job are easier to automate than others. It all depends on the tasks. Look at the orange bars to see how Bookkeepers compare with other professions...

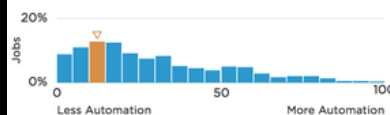
Do you need to come up with clever  
solutions?



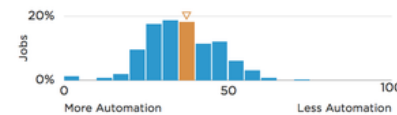
Are you required to personally help  
others?



Does your job require you to squeeze into  
small spaces?



Does your job require negotiation?



## The Realities a Resume Faces in 2018



**6** seconds is the **average amount of time** recruiters look at a resume



**59%** of recruiters reject candidates due to **poor grammar** or a **spelling error**

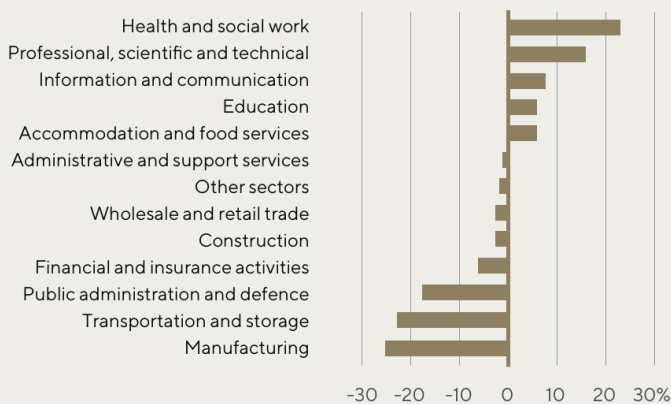


**64%** of staffing firms **use an ATS** to screen incoming resumes

**ATS= Automatic Tracking System**

## How AI will affect the job market

Predicted net job creation by sector (2017-2037)



GUILD

## YOUNG PEOPLE NEED SKILLS AND EXPERIENCE FOR JOBS OF THE FUTURE, NOT THE PAST

**70%**

of young people currently enter the workforce in jobs that will be radically affected by **AUTOMATION**

**OCCUPATIONS:**

**ENTRY LEVEL** roles for young people are **DISAPPEARING**



**TRAINING:**

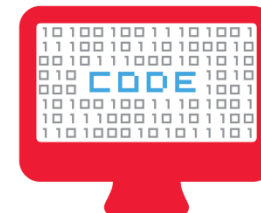
**60%**

of students are being trained in jobs that will be radically **CHANGED BY AUTOMATION**

**DIGITAL LITERACY:**

**MORE THAN HALF**

of Australian workers will need to be able to use, configure or build digital systems in the next 2-3 years



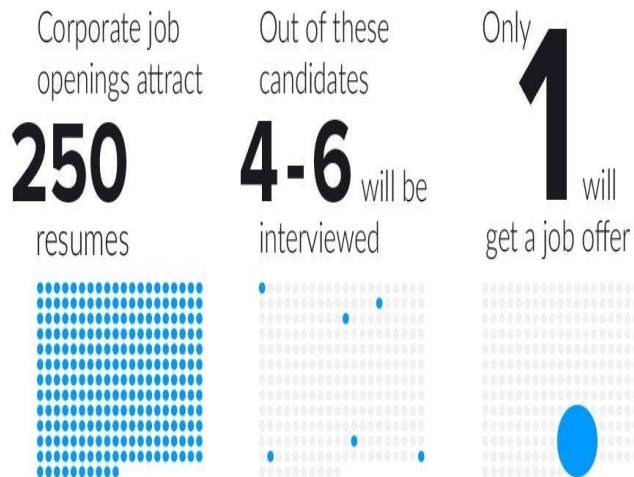
Excerpt from *The New Work Order*, a research report from the Foundation for Young Australians, 2015.

fya





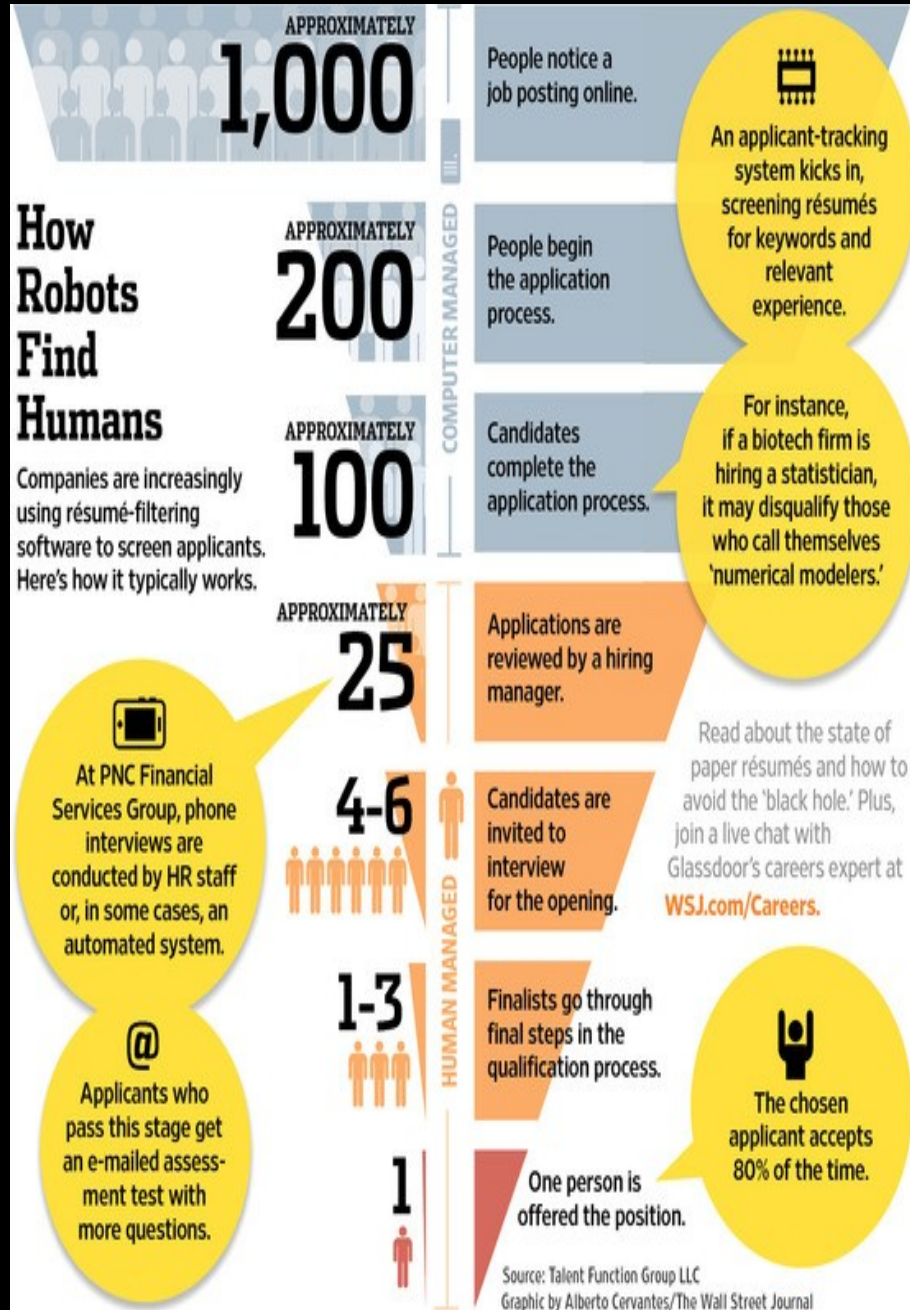
“I tell people that AI is a wave, and it's here now. You are either going to surf that wave or it's going to crash on you. It's not going to be 10 years from now – it's today.”



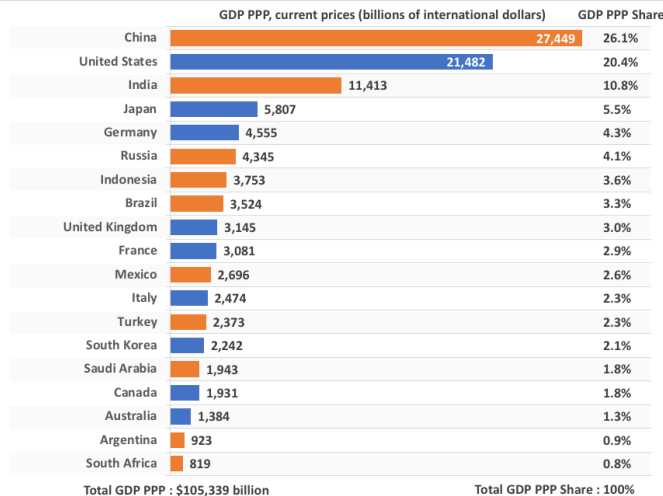
Source: Glassdoor

## How Robots Find Humans

Companies are increasingly using résumé-filtering software to screen applicants. Here's how it typically works.



## G20 NATIONS GDP PPP – 2019 FORECAST



G20 Economies Share:  
Advanced Economies: 44%  
Emerging Economies: 56%

Data Source: IMF World Economic Outlook, October 2018

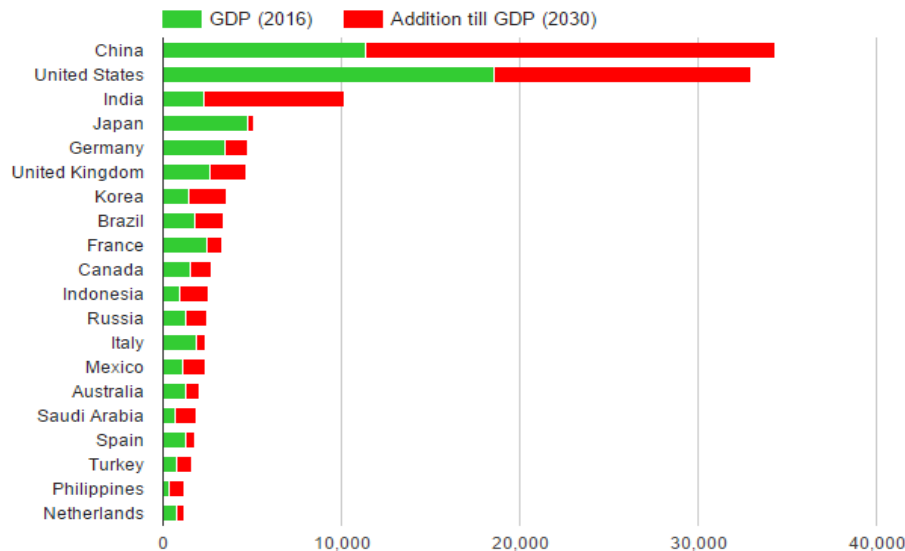
Data Analysis by: MGM Research

## Emerging markets will dominate the world's top 10 economies in 2050 (GDP at PPPs)

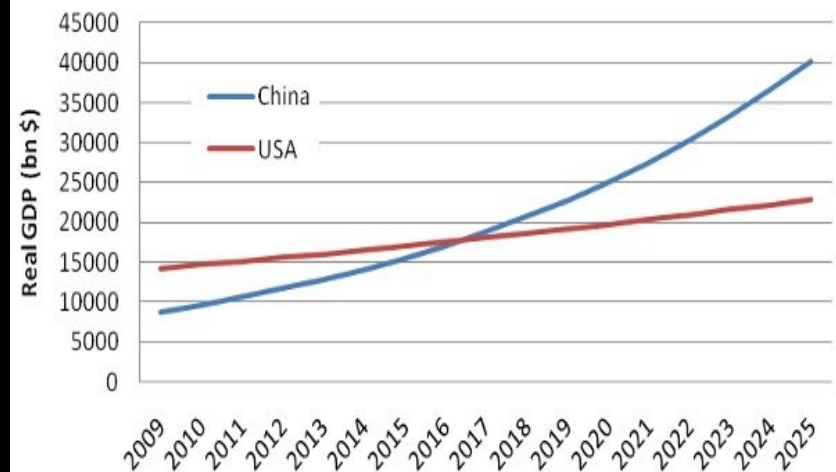
	2016	2050	
China	1	1	China
US	2	2	India
India	3	3	US
Japan	4	4	Indonesia
Germany	5	5	Brazil
Russia	6	6	Russia
Brazil	7	7	Mexico
Indonesia	8	8	Japan
UK	9	9	Germany
France	10	10	UK

■ E7 economies    ■ G7 economies

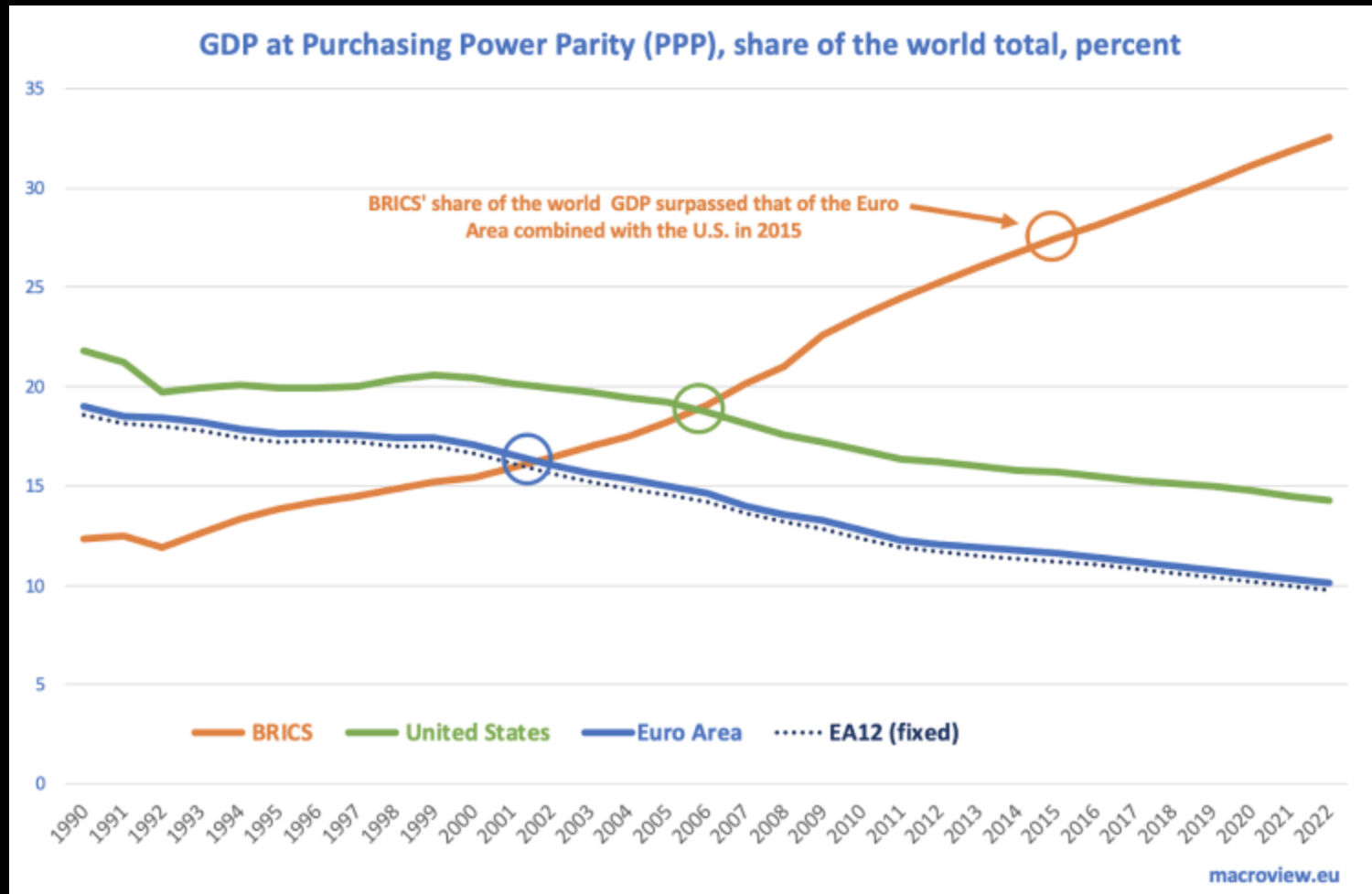
## Projected GDP Ranking 2030



## China vs. USA #1: Linear Extrapolation of Current Trends



# US Share of World Economy is Declining



**BRICS: Brazil, Russia, India, China, and South Africa**

# World Literacy Council (2021)

**750  
million**



**illiterate people can't read a single word**, more than **2 billion** people **struggle** to read and write a sentence.

**85%** of **all teenagers** who are **involved** in **criminal** activities are **functionally illiterate**.



**Illiteracy** costs the global economy



**\$1.5 USD  
trillion annually**



**Illiteracy** has a **profound social impact** on **people each year**



"Education is the most  
powerful weapon  
we can use to  
change the world."

— Nelson Mandela

